



URGE Pod Agreement for MARS Glaciology Group

This is a draft agreement between the MARS pod group and our various pod members scattered at various organizations. We are still working out the details of how we can best implement change inside and outside of our respective units and within the broader field of glaciology. Unlike departmental focused groups, we need to hold ourselves accountable because we don't have a single unit that we report to or can effect change in and need to instead focus on the more diffuse environment that links us together as glaciologists. Instead, we aim to develop policies, best practices guides that support our efforts to become a more inclusive community. To hold ourselves accountable and to promote changes in our field our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with AGU and NSF leadership:

- Meeting 1 - Meet with Robin Bell to discuss how we can better partner with AGU for better reporting and accountability - Friday, Feb 12th at 12PM Eastern
 - Robin Bell, president of AGU
- Meeting 2 - Invitation for Paul Cutler, program manager to attend our meeting focused on field work for session 6.

We are committed to URGE's primary objectives:

1. Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

² <https://notimeforsilence.org/>

³ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

We are committed to pursuing these objectives individually, as a pod, and as an organization.

Signature
Jeremy Bassis
Pod Leader(s)

Date
Feb 18th, 2021
Date

Signature

Uni./Org. Leadership

Date

Date

Pod Members: See Mars pod list.